

DATE: May 17, 1976

TO : Dean Clayton Rich, M. D.

FROM : Irving Schulman, M. D.

SUBJECT: Extension of Leave of Absence of Norman Kretchmer, M.D., Ph.D.,
Professor of Pediatrics, to August 31, 1978.

Dear Clayton:

I am writing to recommend that the leave of absence of Dr. Norman Kretchmer be extended for an additional 2 year period beginning September 1, 1976.

As you know, of course, Dr. Kretchmer was granted a 2 year leave of absence beginning September 1, 1974 in order to permit him to assume the position as Director of the National Institute of Child Health and Development. Since he assumed the Directorship, that Institute has made remarkable progress in implementing new programs to support a wide range of investigative efforts in biomedical research throughout the country, with particular emphasis on problems of mothers and children. Dr. Kretchmer's leadership of the Institute has been so noteworthy as to prompt a broad segment of the academic community throughout the United States to urge him to remain on in his post at the NIH, which Dr. Kretchmer finally agreed to do despite considerable personal sacrifice.

I would like to offer Dr. Kretchmer an additional 2 year leave of absence in order to permit him to rejoin the Department of Pediatrics on September 1, 1978. I believe that this would bring substantial programmatic advantage to the Department of Pediatrics, the School of Medicine and the University as a whole, without adversely affecting the necessary developments within the Department in the intervening 2 years.

Dr. Kretchmer has always been uniquely qualified to bridge the gap between basic and clinical research directed toward problems of human development and its aberrations, with particular reference to the problems of infants and children. The Institute he now directs is, of course, focused upon these areas and the experience he will have gained will have direct applicability to the primary mission of this Department. Dr. Kretchmer has always been an outstanding teacher and he would be able to resume his teaching commitments in the important areas of human biology, development and nutrition. The National Institute of Child Health and Development is now embarking on new programs under a Center for Research for Mothers and Children and this experience would have immediate relevance for future plans involving cooperative ventures between the Department of Pediatrics and the Department of Obstetrics and Gynecology. Finally, I have received direct communication from Professor Albert Hastorf and Professor Sanford Dornbusch, indicating that they envision that Dr. Kretchmer could play an important role in the teaching, training and research

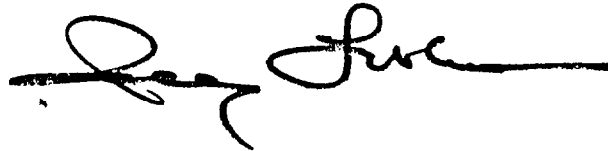
programs of the Boy's Town Center.

With regard to possible adverse effects on the Department of Pediatrics during the next 2 years, should the extension of the leave of absence be granted, I can provide the following information:

1. While we do have an urgent need to fill the faculty billet now held by Dr. Kretchmer, it would be my intent to recruit for an appointee at the Assistant Professor level. In addition, I would reserve the billet now held by Dr. William van B. Robertson, scheduled to retire on August 31, 1979, thus maintaining the presently established departmental ceiling for faculty positions within the Department of Pediatrics.
2. The laboratories now assigned to Dr. Kretchmer are in very active use for departmental research programs and reassignments will be made as indicated by programmatic needs of the Department during the next 2 years. I believe it fair to state that should Dr. Kretchmer return to the Department in 1978, his role will not involve laboratory research to the same degree as previously and I do not believe, therefore, that provision of resources of this type would constitute a problem.
3. I recognize, of course, that the salary support for a senior professor does constitute a problem at a time when the School of Medicine faces financial difficulties and wishes to provide increased opportunities for junior faculty. However, Dr. Kretchmer has a long history of success in competition for external funds and I have little doubt of his ability to continue to be successful in this area. Furthermore, the likelihood of his ability to continue to participate in a variety of inter-departmental and interschool programs assures me that funding will not be a major problem.

I recognize that the request for an additional 2 year leave of absence will involve questions of policy in the School of Medicine and the University as a whole and that final decision can only be made by the President and the Board of Trustees. I hope, however, that you will find it possible to give your support to this recommendation.

Very sincerely,

A handwritten signature in black ink, appearing to read "Ray Jure", with a long horizontal flourish extending to the right.

IS:lm